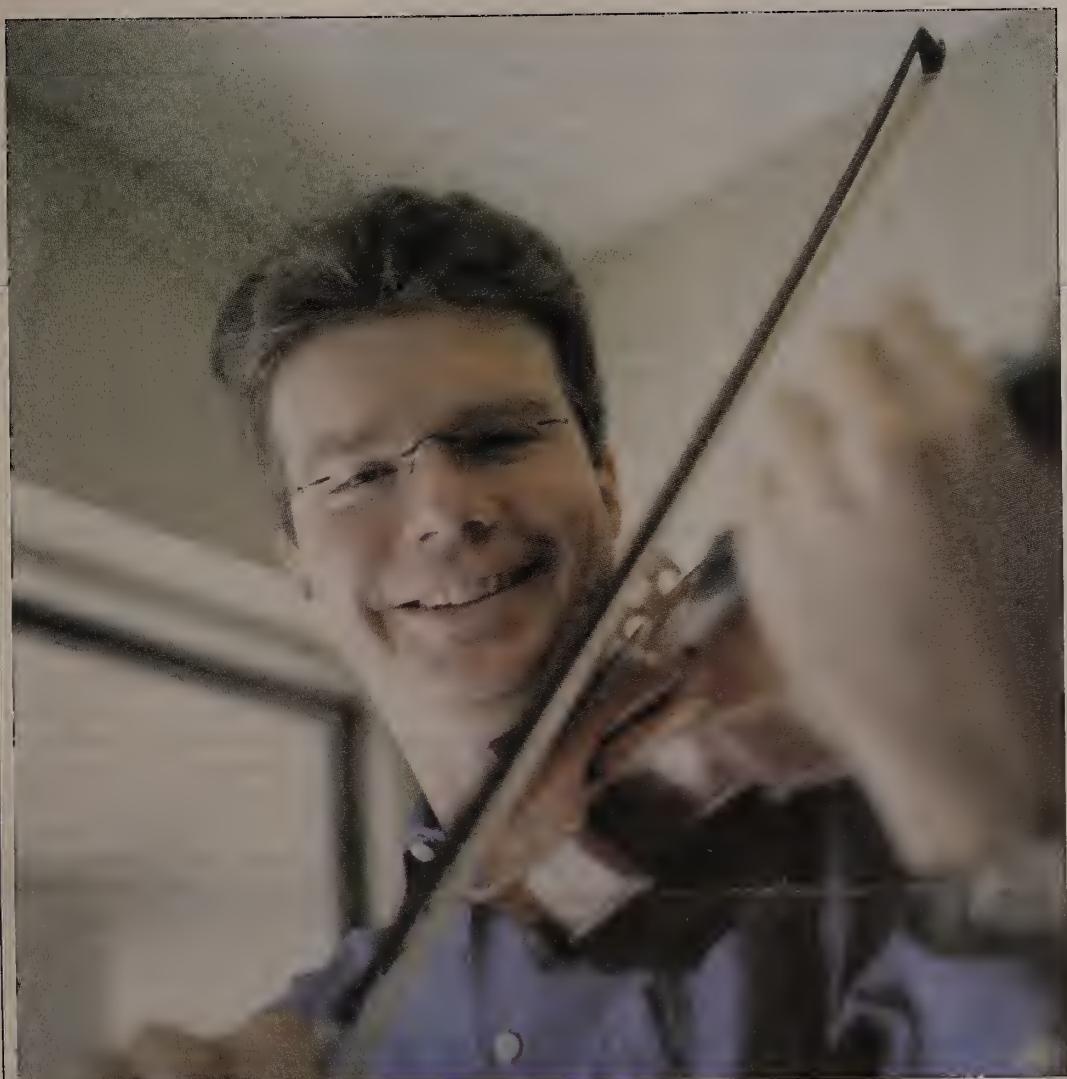


# THE BULLETIN

UNIVERSITY OF TORONTO

FEBRUARY 9, 2004 • 57TH YEAR • NUMBER 13

## PROFILE



DAVID STREET

## WHEN MOTHERS WIN

By MICAH RYNOR

**I**T WAS A SIMPLE SPRAINED FINGER THAT ENDED ANY chance of a future in professional basketball for Professor Scott St. John of music.

Growing up, there had always been a subtle tug of war between St. John's mom and dad when it came to sports; his dad was a highschool basketball coach who wanted him to excel in sports while mom was afraid the young St. John would damage his hands, ending his future on the stage.

Mom won.

Born in London, Ont., St. John was discovered at the age of seven by a teacher from the Cleveland Institute of Music who was adjudicating at the local Kiwanis Music Festival. "I still don't know what it was that he saw in me," says St. John. "I listen to tapes of my playing as a youth and it all sounds pretty terrible but he told my mother that she might want to carefully consider my musical education."

So at the age of 14, St. John was off to the small but well-respected Curtis Institute of Music in Philadelphia. After graduating, he was "presented" to the public in New York and Washington. A great chamber music violinist and violist had been born.

But St. John, who, at the ripe old age of 34, admits he's spent "too many" years on the road, is not a fan of touring. In fact, he prefers playing with a group of fellow musicians in town rather than hogging the limelight on stages around the world. Given his druthers, he'd rather teach than perform, he says, because he gains a great deal of pleasure being surrounded by his "amazing" students.

"There are times when I'll be with a student and I'll think, Hmmm... I'm going to steal that fingering

movement myself," he says with a laugh. "I think there are a lot of soloists who subscribe to the theory that you can learn a lot from the young and I certainly believe that it's infinitely more rewarding to play alongside people you admire."

At this point in his career, St. John doesn't need to steal anything from anyone. Acclaimed by the *New York Times* as "strong, poised and musically intelligent," he has appeared nine times with Canada's renowned Amici Chamber Ensemble as well as being the guest soloist with orchestras around the world including the New Zealand Chamber Orchestra, the Boston Pops and the Vancouver and Toronto symphonies.

He won the 1992 Munich International Violin Competition and is "one of Canada's most accomplished young violinists," according to senior CBC Radio music producer Neil Crory. "He's a fine soloist, a superlative chamber musician and, from what I can gather, an excellent teacher. The U of T is extremely lucky to have an artist of this caliber on its performance staff."

A typical day for this wunderkind is a two-hour rehearsal with students followed by three hours of solo teaching then another two-hour student rehearsal then, if he's lucky, a minimum of one hour of rehearsal for himself.

But you can still catch him in performance, taking part in the Seattle Chamber Music and the Stratford Summer Music festivals in July, "and I may end up in Sienna, Italy, again for their summer festival. I'm also hoping to complete a CD of Brahms' complete sonatas for violin and viola and I'd like to perform a cycle of Beethoven's sonatas in a Toronto concert sometime this year."

But definitely no basketball.

## Attention to Student Debt in Throne Speech Welcome, Tuohy

By Jane Stirling

**T**HE FOCUS ON STUDENT FINANCIAL aid in last week's federal throne speech is welcome news, says Professor Carolyn Tuohy, vice-president (government and institutional relations).

There is significant attention to debt load reduction in the speech, delivered to members of the Senate and House of Commons by Governor General Adrienne Clarkson Feb. 2. Among other items, the speech mentions plans to "modernize" the Canada Student Loans Program, increase loan limits in recognition of the rising costs of education, improve access for middle-income families and provide a new grant for low-income students to cover a portion of the tuition cost of the first year of post-secondary education.

"I am particularly pleased by the emphasis placed on improving loan programs for middle-income students and on enhancing grants for low-income students," Tuohy said. "Our student aid program builds on government support and these enhancements will enable us to do more for our students."

Professor David Farrar, vice-provost (students), said U of T students and the administration have been working together for some time on improving governmental programs for student aid. "We're extremely pleased to hear about any initiatives that will help students with the cost of education and we look forward to hearing more details."

The speech from the throne also mentioned the importance of "a Canada built on innovation with world-class research universities." This reference signals "a very important acknowledgement of the distinctive role of major teaching and research universities such as U of T," Tuohy said. "We welcome the opportunity to engage in a dialogue on a national science policy. And we are committed to tripling our commercialization activity by the end of the decade. But it is also important to note that economic impact covers more than just patent activity and start-up companies. The contributions our graduates make in the workforce in terms of greater innovation and productivity play a huge role in our economic success."

## Birgeneau Makes Case for Sustained Funding

By Susan Bloch-Nevitte

**O**NTARIO'S UNIVERSITIES NEED sustained government support to recover ground lost to years of underfunding. That was the message President Robert Birgeneau delivered last week to the new provincial government during its pre-budget consultation.

"I was pleased with the response to our submission. I sensed support for our position within the new government and among the PC and NDP critics as well. There seemed to be a strong recognition of the importance of high quality in the university sector," Birgeneau said after his presentation to the Standing Committee on Finance and Economic Issues Feb. 2.

"In undergraduate education, we strive to provide an option for students seeking an education that ranks with the best anywhere," he told the committee. "In graduate education and research, however,

we are unambiguously both a provincial and a national institution and a Canadian presence on the world stage."

Birgeneau then outlined the specific threats to U of T's ambition to rank among the world's leading public teaching and research universities, including lack of inflationary increases over the last

-See BIRGENEAU Page 2-

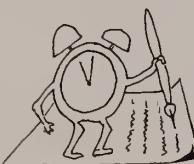
## INSIDE

### UNKNOWN NO MORE



Writers festival for the totally "unknown" a popular celebration of the city's diversity. Page 7

## IN BRIEF



### WEB TRAFFIC DOUBLES DURING SNOW CLOSURE

THE U OF T HOME PAGE DOUBLED ITS NORMAL TRAFFIC JAN. 27, AS STAFF AND students tried to get the latest information on snow closures. All three campuses cancelled evening classes that day: news on if and when the campuses would be closing down swelled home page traffic from its usual 23,000 unique visitors on a weekday to 46,000, with over 85,000 total visits that day. Traffic analysis software managed by the web and info services office showed peaks at 8 a.m. and again at 2 p.m., with over 80 visitors a minute to the U of T weather web page at the peaks. The need for information had a visible slowing effect on U of T web traffic; the U of T phone line for class cancellations and closures, 416-978-7669, was also clogged. "This just shows us that many people have come to rely on the university's website, as well as our phone line, for the latest information on whether they should chance adverse conditions to come to class or work," said Bruce Rolston, manager of web and info services. "This reminds us once again that the community is counting on us to pass on this kind of information via the web, but also other means, as soon as we possibly can."

### SCSU REFERENDUM RESULTS AMBIGUOUS

THE SCARBOROUGH CAMPUS STUDENTS' UNION (SCSU) IS CLASHING WITH the university administration in its bid to "realign representation" so that it may be recognized as the official representative of students at the University of Toronto at Scarborough. Currently, the university considers the Students' Administrative Council (SAC) and the Association of Part-time Undergraduate Students (both based at the St. George campus) to be the formal representatives of undergraduates on all three campuses. In a referendum held at Scarborough last month, 63 per cent of full-time students voted in favour of the split while 83 per cent of part-time students voted against it. SCSU rejected the part-time student votes citing "illegal campaigning," but Jim Delaney, assistant director of student affairs, said the university administration will not approve the realignment unless part-time students were also on board.

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## Birgeneau Makes Case for Sustained Funding

-Continued From Page 1-  
decade coupled with the pending impact of a two-year freeze on tuition.

"Since 1991 there has been no adjustment in the university's operating grant from the provincial government to reflect the increased costs of educating each student. In other words, no recognition of inflation," he said. "As a result the university's per-student grant in 2003-04, adjusted for inflation, is only about two-thirds of what it was in 1991-92. We simply cannot sustain the quality of education that our students have a right to expect, if this erosion of the bedrock of our support is not redressed. The previous government recognized this problem in its last budget and put in place its Quality Assurance Fund for universities to be expended over four years.

"But we need a long-term, sustainable approach that will not see the university's base worn away by the slow but steady inflation that is a fact of life for all of us," he said.

Birgeneau also pointed out that the government's two-year freeze on tuition fees would have a serious impact on U of T's budget and financial aid program, resulting in a \$15 million loss in 2004-05 and a \$30 million loss in 2005-06 and each year thereafter. "In 2005-06 there will be \$20 million less available for operating our university and \$10 million less in needs-based financial aid to guarantee that our university will be accessible to all qualified Ontarians," Birgeneau said. "Unless our funding from government is increased to make up for this loss, our students now and in the future will bear the cost of a further erosion of our financial base."

He told the committee that "holding tuition fees artificially low across the board" was not the answer to accessibility and that well-designed financial aid programs had already proven effective. "A Statistics Canada study shows that over the course of the 1990s university participation rates for students with family

incomes of \$25,000 or less increased dramatically even as tuition fees were increasing, as universities enhanced their financial aid programs," he said. He also emphasized that OSAP reform is urgently needed to address declines in participation rates for middle-income students.

Birgeneau warned that the flow-through of the double cohort into graduate and professional programs is an emerging challenge for U of T and other research-intensive institutions and called on the new government to provide new and more flexible funding.

Capital expansion and an aging campus infrastructure are also challenges, Birgeneau said. "Even as new facilities are being constructed, too much of our existing infrastructure is in disrepair. With the erosion of the purchasing power of our operating grant and with the drying up of provincial funding for repair and renovation, we have not had the funds to direct to this severe deferred maintenance problem," he said of the university's more than \$300-million infrastructure backlog.

Birgeneau called on the government to sustain its momentum in research funding and to proceed carefully in any implementation of the ending of mandatory retirement. "In anticipation of the double cohort, many universities hired new young faculty with their appointments bridged to the planned mandatory retirements of senior faculty," Birgeneau said.

"A precipitous implementation of an end to mandatory retirement without compensatory funding to our universities would have a damaging effect extending through the end of this decade."

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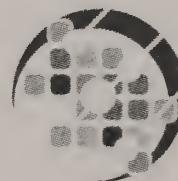
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- Free/Libre and Open Source Software as a Social Movement

##### Afternoon

- The Law and Politics of Open Source

#### MONDAY SESSIONS:

##### Morning

- Open Source Business Models

##### Afternoon

- The Technical Side of Open Source

##### Evening

TBA

#### TUESDAY SESSIONS:

##### Morning: Workshops

- Health and Medicine
- Education and Public Knowledge: Open Access, Open Content

##### Afternoon

- Closing panel

for more info see our website : <http://osconf.kmdi.utoronto.ca>

# University Education Valued: Poll

By Nicolle Wahl

A LARGE MAJORITY OF CANADIANS see the benefits of a university education and believe government should do more to ensure there's a spot for every qualified student, according to a recent poll by Ekos Research Associates. At least three-quarters of Canadians say a university degree greatly improves their chances of getting a job and has a significant impact on a person's quality of life and personal growth while 82 per cent believe a university degree positively affects lifetime earnings and career advancement opportunities.

Professor Carolyn Tuohy, vice-president (government and institutional relations), said the poll results reinforce U of T's position on the value of post-secondary education, both in terms of building a career and thriving in an increasingly globalized world.

Although U of T already received additional funding to deal with the double cohort, Tuohy said, "the underlying base funding is being eroded away by inflation and has been for over a decade. The per-student grant in Ontario for 2003-04 is about two-thirds of what it was in 1991-92. That's the effect of the erosion that is the result of inflation."

"We need to get the message across that Canadians care about the quality of university education and governments need to invest to improve that quality," said Tuohy.

## Nominations Close for Governing Council

By Michah Rynor

ELECTIONS UPCOMING, ELECTIONS just finished. Provincial, federal, municipal. Around the corner, across the border — and now the pervasive talk of elections has come to campus because it's time to choose who will sit on Governing Council next year.

Every year elections are held to fill positions for the 50 members of Governing Council who make decisions on university governance, the establishment of new academic programs, academic and incidental fees, personnel policies, campus and student services, appointment of senior administrators, campus planning and capital projects, admissions and awards policies as well as budgetary and financial matters.

Nominations for administrative, teaching and student positions on council opened Jan. 19 and closed Jan. 30. There is one seat open for administrative staff four seats for full-time undergraduates. There are also two positions available for graduate students and two for part-time undergraduate students. In addition, nominations for three

"That's one of the key messages that we're pressing with government and it is one that is reinforced by this survey."

According to Professor Glen Jones, an expert in higher education policy in the Department of Theory and Policy Studies in Education at OISE/UT, "What's clear from this is the notion that the population views post-secondary education as an extremely important investment and a factor in the ability to move forward into productive careers."

However, two-thirds of Canadians don't think universities have enough room for every qualified student who wants to go. The Association of Universities and Colleges of Canada (AUCC), which commissioned the poll, estimates that rising demand will push enrolment up at Canadian universities by at least 30 per cent (approximately 200,000 additional full-time students) by 2011 and is calling for additional funding for more staff and infrastructure.

The poll suggests that nearly four-fifths of Canadians support additional government grants to universities to expand their capacity, but while Jones believes the federal government is interested in the issue of post-secondary funding, he added that "the question that wasn't asked in that survey was where post-secondary education ranks in comparison with other major issues" such as crime or national health care.

# GRADUATING DEBT



PASCAL PAQUETTE

Roughly 80 students braved sub-zero temperatures Feb. 4 to call for free tuition and increased federal funding for post-secondary education. The march, part of the Canadian Federation of Students National Day of Action, featured a mock "debt graduation" ceremony and stopped at various campus locations to highlight issues such as accessibility, access, deregulation, corporatization, quality of education and debt. Organizers, including the Students' Administrative Council, praised the current two-year tuition freeze but demanded a permanent freeze, tuition reduction or entirely free tuition.

## Use of IT in Hospitals Bodes Well for Future, Report Says

By Jessica Whiteside

INFORMATION TECHNOLOGY USE by Ontario hospitals is on the rise, a finding that may be a positive indicator for future performance, suggests a report involving the U of T-based Hospital Report Research Collaborative.

According to the collaborative's principal investigator, Professor Adalsteinn Brown of health policy, management and evaluation, the extent to which hospitals invest in information technology (IT) is important because it reflects the extent to which they are trying to organize their processes of care and to which they are able to invest in the right levels of technology.

"Health care is a knowledge industry and yet IT investment is relatively low and the extent to which hospitals can do that is a good predictor of future performance," he said.

Measures of IT use are included in a progress report on acute care in Ontario, one of four hospital

reports for 2003 produced in partnership with the Canadian Institute for Health Information. Released Jan. 26, the reports also examine emergency department care, continuing care and rehabilitation. Based on methods developed by the multi-university research collaborative, the reports evaluate hospital performance in 2001-2002 in areas of patient satisfaction, patient care, financial performance and keeping up with change.

IT falls under the latter category and is "an increasingly important tool in the enhancement of patient-care activities," says the acute care report, with the potential to "improve internal and external hospital communication, refine the quality of patient records, reduce the time it takes to receive diagnostic reports and order supplies, decrease the number of medication errors, facilitate timely patient follow-up and improve access to education materials."

Hospitals, voluntary participants in the annual reporting,

were surveyed on the use of electronic records and data, e-mail availability and online access to monitoring data and medical images, access to computerized patient information functions by clinical staff, etc. For example, slightly more than half of acute care hospitals reported patient-care staff in all areas were able to access clinical data from a patient's previous visits (54 per cent compared with 41 per cent the previous year) and conduct literature searches on medical databases (51 versus 36 per cent). While such scores suggest hospitals have increased IT use, the report states, they "may not be using information systems to their full potential, perhaps because of costs associated with developing effective clinical systems or lack of technical support capabilities."

The reports, funded by the Ministry of Health and Long-Term Care and the Ontario Hospital Association, are available at [www.hospitalreport.ca](http://www.hospitalreport.ca).

# HARTHOUSE

University of Toronto  
Weekly Events

*get in here*

Monday, February 9

**Amateur Radio Club General Meeting** with guest speaker, Bill Burgess speaking on "Building Yagi Antennas". 6pm in the Meeting Room. Free. All welcome.

Wednesday, February 11

**5-BUCK Lunch** - Caribbean cuisine, music, dance, marketplace, hair braiding, give-aways, surprises! 11:30am-2pm in the Great Hall. All welcome.

**Investment Speaker's Series** - "Understanding the Basics of Mutual Funds", 6:15pm in the East Common Room. Refreshments. All welcome.

**Caribbean Cabaret** - Presentation of music, dance, and comedy, 8:30-midnight in the Great Hall. Free. All welcome.

Friday, February 13

**Chess Tournament** - 5:45-9pm in the Reading Room. Participants must be Chess Club members. Purchase membership for \$15 at Hall Porter's Desk. Register by 5:15pm or else take a bye in the 1st round. Prizes. All UofT students eligible to participate. Refreshments. morgan.mills@utoronto.ca

**Jazz at Oscar's** - Blues Diva, Diana Braithwaite, 9-12pm in the Arbor Room.

Sunday, February 22

**Black History Month Sunday Concert** - Sounds of the Soul. 3pm, Great Hall. Free. UPCOMING

**"Martini Night: Shaken Not Stirred"** - Tue. Mar. 23 at 7pm in the Music Room. Attend this ice-breaker and learn how to make the perfect martini. This special welcome back event invites recent UofT alumni to join the mix-a recipe for fun and a relaxing evening. Advance tickets are now available. Register at the Membership Services Office 416.978.4732. UofT alumni \$35, UofT students \$30. Tickets are non-transferable.

**Dinner Series** - Mar. 11- Brock Fenton, "Bats and the Environment". 6pm reception for 6:30pm dinner. Single tickets: Alumni members/guests \$45, U of T students \$25 at the Membership Services Office 416.978.4732.

**Graduate Committee's Mystery Evening** - Fri. Apr. 23. "From Monkeys to Muskets: The Rude Mechanics", a comic and bawdy production featuring "Rapier Wit", a theatrical stage combat and fight choreography company trained to promote action-motivated theatre. Dress in your favourite era from our previous mystery evening events. 7pm reception for 7:30pm show in the Great Hall. \$42 alumni and each guest: \$32. UofT students. Tickets available at the Membership Services Office.

ART 416.978.8398

**The Justina M. Barnicke Gallery** - "Infinite Transitions", sculptural installation by Ryszard Litwinik. Runs Thurs. Feb. 5 to Mar. 4.

**Arbor Room** - Noor Mohammed. Runs to Mar. 14.

ATHLETICS 416.978.2447

Space still available in Session II squash and golf classes.

**Annual Indoor Triathlon** - Sign up now! Triathlon takes place on Sat. Feb. 14. Sign up as an individual or as part of a relay team. VOLUNTEERS NEEDED!

**HART HOUSE THEATRE** Box Office: 416.978.8668

The 3rd annual University of Toronto Film Festival is a veritable feast of film and video at UofT, showcasing work by alumni, students, faculty, and staff. Thurs., Feb. 26 to Sat., Feb. 28 at 7pm. Tickets: \$10/\$8 students & seniors. (Thurs., Feb. 26 only is FREE Hart House Film Board Gala Screening)

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Tuesday, February 10

Matting the Monochrome

Wednesday, February 11

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Buddhist Group Meditation

Saturdays, February 2004

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9:30 - 10:20 a.m. Beginners

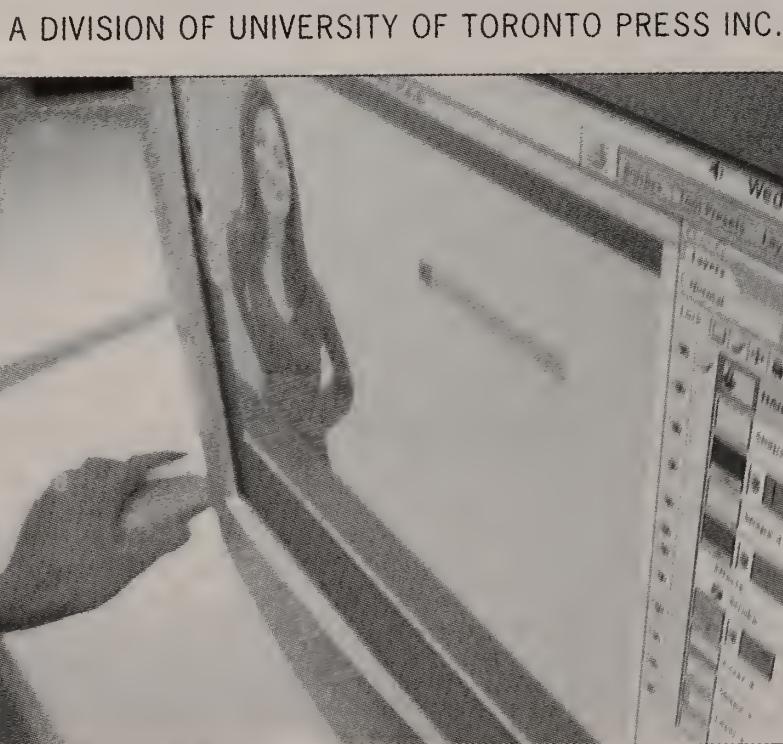
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11:30 a.m. Lunch

The method taught will be mindfulness of the breath and body; and walking meditation all led by Bhikkhu Assaji (Theravada tradition).

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# BUILDING BRIDGES

Civil engineer fosters greater understanding between Canada, Iran

BY SHEILA DABU

"DO YOU SKI IN THE DESERT?"

Azadeh Riahi laughs as she recalls the incredulous expression on the face of a Canadian customs official when she picked up the ski gear her mother sent from Iran. Riahi assures the official that, like Canada, it does snow in parts of her country — one of many commonalities between the two nations, like the fact that more women than men attend university.

Riahi, who recently began her PhD in civil engineering, is fairly new to Canada. In Tehran she worked as a structural engineer. Here her research will focus on computational geomechanics related to modelling and predicting the behaviour of rocks and soil.

In deciding amongst North American universities, she chose U of T for its international reputation and Canada because it is "more peaceful and there are better opportunities for women." She gives Canada high marks for defending the rights of Iranian-Canadian journalist Zahra Kazemi, who died in Iran after being questioned by police.

Make no mistake about it — Riahi, who was born in Esfahan (south of Tehran) during the 1979 revolution, is a proud Iranian although she makes a distinction between the people and the ruling power. She remembers a happy childhood but some disturbing memories stand out such as the time she heard the news about some women being whipped for not wearing the hijab (head covering worn by many Muslim women) properly or seeing videos of torture in prison.

Riahi explains that most people live "two kinds" of life — inside and outside the home. "The way we live inside our homes is exactly the way people here live. We wear the same clothes. The first kind of [television] program Iranians usually see is the news around the

world and the news of their country. People try to keep themselves very updated and many people have Internet access," she says. "That's how they are culturally, inside their homes. We are like people around the world. Of course, the way we are outside is different because of our law; because we are forced to live that way." The technological revolution, she says, helped to break down cultural barriers and opened up a whole new world for the "new generation" in Iran.

Although she now lives in Canada, Iran still has a special place in her heart, especially after the recent earthquake in Bam. "I think every Iranian was personally affected by that in two respects. One was the fact that they were our people and Bam was a very old city."

Riahi is grateful for the support from the international community, including Canada and the United States, which, to her, shows how "there is no conflict between the people but there is a conflict between the governments."

In Toronto Riahi has experienced a vibrant multicultural community. She believes that religion in general needs to evolve with the times and that all people, women and men, should have an

opportunity to achieve their potential while having their human rights respected.

Riahi hopes to become a professor in Canada or Iran and believes that excelling in her field and becoming a teacher is one way of giving back to her people and her country. From her own experience, Riahi has learned that greater knowledge leads to increased understanding and tolerance.

She hopes that applying these lessons can bridge the cultural divide in a post-Sept. 11 world or, at least, expose its artificiality. "There are cultural differences but I believe that people around the world are the same."



SUSAN KING

## Genetic "Neighbourhoods" Offer Insight Into Human Disease

By Elaine Smith

Y EAST GENES, LIKE PEOPLE, LIVE IN neighbourhoods, a finding which should help scientists identify the causes of diseases such as schizophrenia.

In a recent study Professors Brenda Andrews and Charles Boone of the University of Toronto and Howard Bussey of McGill, along with U of T graduate student Amy Tong and McGill post-doctoral student Guillaume Lesage, used simple yeast cells to demonstrate that there are many combinations of genetic mutations that can lead to cell death or reduced cell fitness.

In mapping the yeast genes, they discovered that genes arrange themselves in "neighbourhoods" or small networks. A gene is more likely to interact with its "neighbour" than with more distant

genes. By understanding the composition of these genetic neighbourhoods, it is possible to predict which genes will interact and which traits will result when the genes combine.

"Constructing these networks will help human geneticists to focus their research on the culprits of disease," said Andrews, chair of medical genetics and microbiology at U of T. "If we can begin to construct these networks in an intelligent way, we might directly accelerate the discovery of those genes that are lethal when combined."

The researchers crossed a yeast strain carrying a mutation in a particular gene of interest with a collection or "array" of other yeast strains to determine which gene pairs were lethal. The team studied more than 4,000 of these interactions involving gene pairs.

Each yeast gene has on average about 30 "neighbourhood" interactions over the life of a cell, many more than had been predicted by previous experiments.

The research team will now focus on mapping gene interactions for those yeast genes that are similar to human genes.

The study, published in the Feb. 6 issue of *Science*, has also sparked interest among other researchers in developing techniques for mapping the genetic "neighbourhoods" of more complex organisms.

"Because our global genetic network studies map out how cells work, these studies have implications that may help us in understanding the foundation of complex inherited diseases such as glaucoma, type II diabetes and schizophrenia," said Bussey, a professor in McGill's biology department.

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## The CHANCELLOR JACKMAN PROGRAM FOR THE ARTS UNIVERSITY OF TORONTO PRESENTS

### LANGUAGE AND THE ARTS

FRIDAY, FEBRUARY 27, 2004  
7 - 10 pm  
St. Michael's College Theatre, Alumni Hall  
121 St. Joseph Street

THURSDAY, MARCH 18, 2004  
7 - 10 pm  
Knox College Chapel  
23 King's College Circle

*Not Much is Worse than a Troll: A Norse Poem from Medieval Orkney*  
Robert Frank, the Douglas Tracy Smith Professor at Yale University and former director of the Centre for Medieval Studies at U of T, will illustrate how close attention to language informs our understanding of medieval Northern literature and culture. Frank has a particular interest in Old English poetic style and vocabulary, Old Norse skaldic verse, and Northern legend in England and medieval Europe.

*Metre and Meaning*  
Annie Finch, poet and associate professor, Creative Writing Program, Miami University, and Paul Kiparsky, linguist and Robert M. and Anne T. Bass Professor in the School of Humanities and Sciences, Stanford University, discuss how the form and structure of poetry contribute to its meaning.  
Following the lecture, Annie Finch will join poets Al Moritz and John Reibetanz in a reading.

*Early Music from Scandinavia*  
Following the lecture, Ensemble Polaris will present a concert that combines early and traditional music that reflects the mythological world of the Vikings. Founded in 1997, the ensemble reflects an unusual diversity of musical backgrounds and sensibilities. Their CD, *Midnight Sun*, features traditional tunes from Scandinavia, the Baltic countries and Scotland.

*FRIDAY, APRIL 23, 2004*

7 - 10 pm, Koffler Institute for Pharmacy Management  
Shoppers Drug Mart Auditorium, Room 108  
569 Spadina Avenue

*Victorian Toronto in Fact and Fiction*  
Jack Chambers, professor of linguistics, U of T, and novelist Maureen Jennings will reconstruct the sound, look and feel of 19th-century Toronto. Chambers will discuss how old Ontario left newcomers "stunned by the strife of tongues" and Jennings will give a novelist's insights into the world of Victorian Toronto.

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- So, You're Having Heart Surgery...
- Dr. Gideon Cohen

Moderator: Dr. Brian Gilbert, Chief,  
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# Festival Grooms "Unknown" Writers

By Tracy Moniz

IT'S CALLED THE TOTALLY UNKNOWN Writers Festival but it's not so totally unknown any longer. In fact, this popular festival has become an annual celebration of Toronto's cultural diversity.

Held last Wednesday at the Rivoli in Toronto, the festival brings non-fiction stories by new writers onto the stage and into the community.

"This is the kind of writing that reaches into our city," said Guy Allen, co-founder of the festival and director of the professional writing and communication program at U of T at Mississauga (UTM). "This festival allows you to hear voices that you may not hear otherwise. We look for stories and people that we see little about in expressive media."

In its 12th year, the festival is an extension of Life Rattle, a community radio program broadcasting non-fiction prose by new writers in and around Toronto. Founded in 1988 by Allen and co-host Arnie Achtman, the show works with new writers to edit and shape their work and records and airs their stories every Sunday evening on CKLN 88.1 FM. To date, 226 new writers have told 894 stories on Life Rattle.

The festival evolved from the radio show as an evening for new authors to share their stories with a live audience. Five years ago the pair also launched Life Rattle Press, a non-profit publishing company with the goal of getting writers started.

"We noticed that the literature

coming out of Toronto didn't reflect the city we knew; it represented only a small piece of it. So we set out to get diverse and interesting voices — voices from various immigrant communities, voices from various educational levels," Allen said.

They found these "voices" in former or current U of T students, students from George Brown College where Achtman teaches, interested people who listen to the radio program and many others. The result, according to



Allen, is outstanding, sophisticated writing that tells stories of human experience: stories of loss, family, love, culture, neglect and life-altering choices — stories from around the world.

"We wanted to put the cultural richness of this city on stage and this is easy to do because of the type of city Toronto is. We have the whole world here," Allen said. "These stories get parts of the world talking to each other. These stories are a way to educate people about people and a way to educate people about themselves."

Afroz Milani, a U of T student majoring in economics, read her story, *Deh-Zak*, at this year's festival. "I think the most important thing about the festival is that it brings out the various backgrounds we all have. We often walk by each other everyday without realizing this but when we tell these stories we can appreciate the diversity that's in Toronto," she said.

Milani wrote her story, which also aired on Life Rattle, in a professional writing course last year.

*Deh-Zak* tells of her experience as a child forced to flee with her family to the Iranian village of Deh-Zak to avoid an Iraqi attack on her city. She fears for her father who stayed behind in the city and dreads having to start over in a new school. She contrasts the richness of the city with the poverty of the village and tells of how different her classmates seemed from her — how different they looked and how oddly they behaved. Yet

*Deh-Zak* tells of the friendships she eventually formed with these village children.

"The ethnic diversity within the selection of pieces is what makes the evening truly unique for me," said Mike Faye, a fourth-year UTM student who read at last year's event.

Allen said that, above all, the stories have a levelling quality. "A great story cuts through education, cuts through social backgrounds, cuts through cultural distinctions. A great story puts you in another person's place and that's exciting."

## Symposium Crosses Disciplinary Boundaries

By Nicolle Wahl

A DIVERSE GROUP OF SCHOLARS gathered at University College last week to tackle the latest questions in cognitive science.

The inaugural U of T Interdisciplinary Symposium on the Mind brought together experts in fields ranging from computer science to psychology, from management to philosophy.

"I hope the symposium, taking its cue in part from the emphasis on interdisciplinarity found in the Stepping Up academic plan, will tap the rich diversity of expertise unique to the University of Toronto to help spark a movement towards interdisciplinary research on the mind," said Leo Trottier, president of the Cognitive Science and Artificial Intelligence Students Association and one of the symposium organizers.

The event's keynote speaker

was the internationally acclaimed cognitive scientist Stevan Harnad, who holds the Canada Research Chair in Perception and Language at l'Université du Québec à Montréal. Harnad's talk described the importance of categorization in cognition — specifically, how humans acquire and use categories. But he also stressed a common debate among interdisciplinary scholars — whether interdisciplinarity is best served when it leads to new disciplines.

While this "congealing" of new disciplines isn't bad, Harnad said, he also pointed out that certain problems or phenomena, by their nature, draw on different disciplines. "The idea is not to create a new discipline but to create changes in the various disciplines involved that make them more receptive to both gaining expertise in other disciplines and sharing expertise with other disciplines," he said.

Christopher Green, a psychology

professor at York University, said interdisciplinarity is critical in the cognitive sciences as well as other fields. "But when you need that kind of interdisciplinary work, you have to make arrangements for yourself," he said. Ideally, he added, "institutions and departments can work to facilitate that kind of crosstalk."

Professor Brian Cantwell Smith, dean of the Faculty of Information Studies, said the current structure of academia can sometimes force interdisciplinarians to "disciplinize" and create a new dogma. "That would be a failure," Smith said. "Interdisciplinary and multidisciplinary exploration in the intellectual realm is the same phenomenon as multiculturalism. All the issues of privileged voices, power relations, building a community ... lots of those lessons actually apply in the realm of interdisciplinary and multidisciplinary collaboration."

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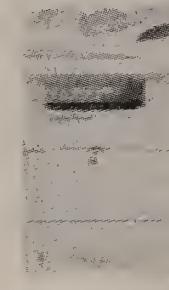
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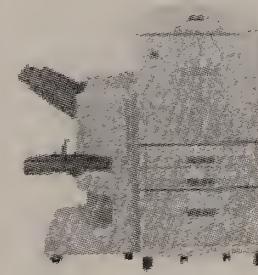
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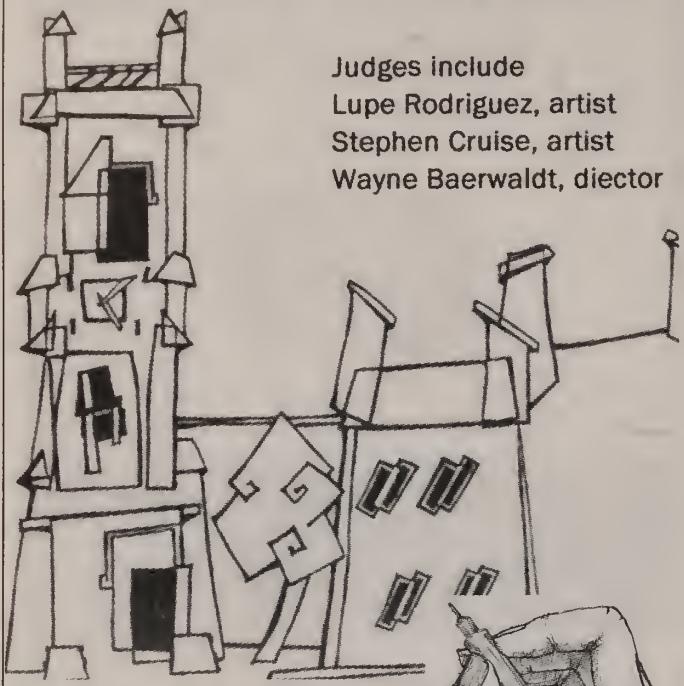
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Submission Dates  
(see entry form for rules and times)

March 5th and 6th, 2004

Exhibition Dates  
March 11th to April 8th, 2004

## OPEN DOORS EMMANUEL



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Open Doors Emmanuel provides a day of comprehensive information about the College's varied programs, admission requirements, faculty, library and research resources, the candidacy process and the life-situations of a diverse student body. All are welcome to attend and a complimentary lunch will be provided. In order to benefit fully from the planned sequence of events, please plan to be with us throughout the day.

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## LETTERS



### ILLUSTRATION ILL-CONSIDERED

I am writing in regard to Spotlight on Research and the accompanying illustration of Brain receptor switches addiction on, off (Jan. 26).

The use of animals in research is deplored by many on scientific and moral grounds. I find it extremely distasteful to have such a glib and puerile illustration in the pages of *The Bulletin*. Such insensitivity ill suits.

VERENA BESSO  
CENTRE FOR ADDICTION AND  
MENTAL HEALTH



### LETTERS DEADLINES

FEBRUARY 13 FOR FEBRUARY 23  
FEBRUARY 27 FOR MARCH 8  
MARCH 12 FOR MARCH 22  
MARCH 26 FOR APRIL 5

Letters may be edited for brevity or clarity. Please limit to 500 words and send to Ailsa Ferguson, associate editor, fax 416-978-7430, e-mail, [ailsa.ferguson@utoronto.ca](mailto:ailsa.ferguson@utoronto.ca). When submitting letters please include a telephone number and, if possible, an e-mail address.

## 2004 Neil Graham Lecture

### RICHARD J. DAVIDSON

Vilas Professor of Psychology and Psychiatry  
University of Wisconsin-Madison

### THE PERVERSIVE IMPORT OF AFFECT: *Gleanings from affective neuroscience*

Tuesday, February 24, 2004

4.30 p.m., Room 140  
University College  
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-Continued on Page 10-

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**Individual psychotherapy for adults.** Evening hours available. Extended benefits coverage for U of T staff. Dr. Paula Gardner, Registered Psychologist, 114 Maitland Street (Wellesley and Jarvis). 416-469-6317.

**Dr. Cindy Wahler, Registered Psychologist.** Yonge/St. Clair area.

Individual and couple psychotherapy. Depression, relationship difficulties, women's issues, health issues, self-esteem. U of T extended health care plan covers psychological services. 416-961-0899. [cwahler@sympatico.ca](mailto:cwahler@sympatico.ca)

**Dr. Carol Musselman, Registered Psychologist.** Psychotherapy for depression, anxiety, trauma and other mental health needs, relationship problems, issues related to gender, sexual orientation, disability. Day and evening appointments. Covered by extended health plans. 489 College Street, Suite 206. 416-568-1100. [cmusselman@oise.utoronto.ca](mailto:cmusselman@oise.utoronto.ca)

**Swedish massage, acupuncture, naturopathy, other alternative medicine services.** Direct insurance billing available for U of T staff. 80 Bloor St. West Suite 1100. 416-929-6958. [www.PacificWellness.ca](http://www.PacificWellness.ca)

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**Deborah Duggan, Ed.D., Psychologist.** Facilitating growth and healing through a collaborative and respectful exploration into relationship issues, self-image, depression and the effects of childhood trauma. U of T benefits apply. 489 College St., suite 206. 416-694-6350.

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**Images Salon and Spa** offers Swedish massage, warm stone therapy and reflexology for stress. Tension and chronic pain relief starting at \$65.00 and covered by most health care plans. 8130 Sheppard Ave. E. (at Morningside). 416-282-0881.

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\*The Eastman Brass Quintet replaces Trio Caen-Casaler-Becquet as the 2004 Wilma and Clifford Smith Visitors in Music

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# EVENTS



## LECTURES

### Terrorism and South Asia: A Global Perspective.

MONDAY, FEBRUARY 9

Ghalib Iqbal, consul general of Pakistan. Vivian & David Campbell Conference Facility, Munk Centre for International Studies. Noon to 1:30 p.m. Asian Institute and Munk Centre for International Studies

### Who Is Still Afraid of Red, Yellow and Blue?

MONDAY, FEBRUARY 9

Prof. Mark Cheetham, fine art; first of three Teetzel lectures on Vandalism, Disease and Abstract Art Since the 60s. 140 University College. 4:30 p.m.

### Homer and South Slavic Epic Poets.

TUESDAY, FEBRUARY 10

Prof. John Foley, University of Missouri at Columbia; Mary White memorial lecture. George Ignatoff Theatre, 15 Devonshire Place. 12:15 p.m.

### Matting the Monochrome.

TUESDAY, FEBRUARY 10

Prof. Mark Cheetham, fine art; second of three Teetzel lectures on Vandalism, Disease and Abstract Art Since the 60s. 140 University College. 4:30 p.m.

### Labouring in the Wordmines: Some Men and Women of Letters Since Carlyle.

WEDNESDAY, FEBRUARY 11

Prof. Gillian Fenwick, English. 115 Old Victoria College. 4:15 p.m. Toronto Centre for the Book

### Abstraction as Contagion and Cure.

WEDNESDAY, FEBRUARY 11

Prof. Mark Cheetham, fine art; final Teetzel lecture on Vandalism, Disease and Abstract Art Since the 60s. 140 University College. 4:30 p.m.

### J.R.R. Tolkien's Christian Imagination in The Lord of the Rings.

WEDNESDAY, FEBRUARY 11

Fr. Guy Trudel, Pontifical Institute for Medieval Studies. Charbonnel Lounge, St. Michael's College. 7 to 9 a.m. Rabanus Project, Christianity & Culture Program

### The Woe of Mannu-Ki-Libbali: New Archeological Discoveries on the Collapse of the Assyrian Empire From Ziyaret Tepe, Turkey.

WEDNESDAY, FEBRUARY 11

Prof. Timothy Matney, University of Akron; A.K. Grayson lecture on Assyrian history and culture. Auditorium, Koffler Institute for Pharmacy Management. 8 p.m. Canadian Society for Mesopotamian Studies

### Making Antimatter.

SUNDAY, FEBRUARY 15

Prof. Eric Hessel, York University. Auditorium, Medical Sciences Building. 3 p.m. Royal Canadian Institute

### Reclaiming the North American Landscape.

TUESDAY, FEBRUARY 24

Prof. Alan Berger, Harvard University. 103 Architecture Building, 230 College St. 7 p.m. Architecture, Landscape & Design

## COLLOQUIA

### Peace Initiatives and Culture in the Middle East.

THURSDAY, FEBRUARY 12

Michael Bell, diplomat-in-residence, Munk Centre for International Studies. 208N Munk Centre for International Studies. Noon to 1:30 p.m. Trinity College, International Studies and Study of Religion

### Self-Perceptions and Behavioural Attributions of Children With ADHD.

MONDAY, FEBRUARY 13

Prof. Judy Wiener, human development and applied psychology, OISE/UT. 9-105 OISE/UT, 252 Bloor St. W. Noon to 2 p.m. Human Development & Applied Psychology, OISE/UT

## SEMINARS

### Life-Right Patterning and Cell Signalling During Medsoderm Migration.

WEDNESDAY, FEBRUARY 11

Joseph Yost, Huntsman Cancer Institute. 968 Mt. Sinai Hospital. Noon. Samuel Lunenfeld Research Institute

### Structural and Functional Proteomics.

WEDNESDAY, FEBRUARY 11

Prof. Aled Edwards, medical biophysics. 116 Wallberg Building. 12:30 p.m. Chemical Engineering & Applied Chemistry

### Now That We've Ratified, What Are We Doing to Meet Our Kyoto Commitment?

WEDNESDAY, FEBRUARY 11

Douglas MacDonald, environmental studies program, and Keith Stewart, Toronto Environmental Alliance. 2093 Earth Sciences Centre. 4 p.m. Environmental Studies and Sustainable Toronto Project

### War Wives and Sexual Treason: Extramarital Sexuality in Germany During World War I.

THURSDAY, FEBRUARY 12

Lisa Todd, history; faculty-graduate student series in European studies. 108N Munk Centre for International Studies. 4 to 6 p.m. European Studies and Joint Initiative in German and European Studies

### Searching for the Truth: Preserving Memories and Obtaining Justice From the Khmer Rouge Era.

FRIDAY, FEBRUARY 13

Youk Chhang, Documentation Centre of Cambodia. Flavelle House, Faculty of Law. Noon to 2 p.m. Asian Institute, Cambodian Genocide Group, Foreign Affairs & International Trade and Law

### Political Party Members in the New Canadian Party System.

FRIDAY, FEBRUARY 13

Prof. Lisa Young, University of Calgary. 2130 Sidney Smith Hall. 2 to 4 p.m. Political Science

### Language and Religion: Elizabeth I and the Bible in Wales.

FRIDAY, FEBRUARY 13

Elizabeth Schoales, CRRS fellow. 205 Northrop Frye Hall, Victoria University. 3:30 p.m. Reformation & Renaissance Studies

### Inflammatory Signals Against Infection and Cancer.

MONDAY, FEBRUARY 16

Prof. Wen-Chen Yeh, medical biophysics. 2172 Medical Sciences Building. 4 p.m. Laboratory Medicine & Pathobiology

### The Role of Usp14 in the Nervous System.

WEDNESDAY, FEBRUARY 18

Prof. Scott Wilson, University of Alabama at Birmingham. 968 Mt. Sinai Hospital. Noon. Samuel Lunenfeld Research Institute

### Chromatin Assembly and Its Impact on Genome Stability and Cellular Senescence.

MONDAY, FEBRUARY 23

Dr. Peter Adams, Fox Chase Cancer Center, Philadelphia. 2172 Medical Sciences Building. 4 p.m. Laboratory Medicine & Pathobiology

## MEETINGS & CONFERENCES

### Increasing Tenant Self-Management: Canada's First Conversion From Public Housing to Co-operative Housing.

TUESDAY, FEBRUARY 10

Presentations include key participants' experiences; issues and challenges encountered by each stakeholder; increasing tenant participation; and converting into a housing co-operative. Library, OISE/UT, 252 Bloor St. W. 9 a.m. to 4:30 p.m. Information and registration: Jorge Sousa, 416-923-6641, ext. 2627; social\_housing@oise.utoronto.ca; http://fcis.oise.utoronto.ca/~social\_housing.

### Governing Council.

WEDNESDAY, FEBRUARY 11

Council Chamber, Simcoe Hall. 4:30 p.m.

### University Affairs Board.

TUESDAY, FEBRUARY 24

Council Chamber, Simcoe Hall. 5 p.m.



## MUSIC

### U OF T ART CENTRE Tuesday Concert Series

TUESDAY, FEBRUARY 10

Raffi Altounian, classical guitarist. East Gallery. Noon.

TUESDAY, FEBRUARY 24

Elyssa Lefurgey-Smith and Rebecca Benstead, violin recitals. East Gallery. Noon.

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING Voice Performance Class.

TUESDAY, FEBRUARY 10

Arias for Lunch. Walter Hall. 12:10 p.m.

### Jazz@8:30

TUESDAY, FEBRUARY 10

Small jazz ensembles in various combinations. Walter Hall. 8:30 p.m.

MONDAY, FEBRUARY 23

Small jazz ensembles in various combinations. Walter Hall. 8:30 p.m.

### World of Music.

WEDNESDAY, FEBRUARY 11

Mozart and His Influences, lecture by Caryl Clarke. Room 130. 6:15 p.m.

SATURDAY, FEBRUARY 14

A valentine's serenade: operatic excerpts for the season, performed by members of the Opera Division. Walter Hall. 2:30 p.m.

### Thursdays at Noon.

THURSDAY, FEBRUARY 12

The Beggar's Opera: Across the Centuries; a discussion by members of the creative team of John Gay's original ballad opera and of Britten's realization. Walter Hall. 12:10 p.m.

### VICTORIA UNIVERSITY University Women's Chorus.

FRIDAY, FEBRUARY 13

Robert Cooper, conductor; presented by the Faculty of Music. Chapel. 8 p.m. Tickets \$12, students and seniors \$6.

## EXHIBITIONS

### VICTORIA UNIVERSITY Canadian Landscape Watercolour Paintings.

TO FEBRUARY 27

Robert Anderson, watercolours. E.J. Pratt Library. Hours: Monday to Thursday, 9 a.m. to 9 p.m.; Friday, 9 a.m. to 6 p.m.; Saturday and Sunday, 1 to 5 p.m.

### BLACKWOOD GALLERY U OF T AT MISSISSAUGA

TO FEBRUARY 29

Michael Fernandes, solo exhibition includes video projects, signage projects and off-site sculpture on the campus of UTM. Gallery hours: Monday to Friday, noon to 5 p.m.; Sunday 1 to 5 p.m.

### U OF T ART CENTRE Egos and Icons.

TO MARCH 27

Portraits from the permanent collections of the University of Toronto Art Centre, ranging widely in medium, time period and in the variety of personages depicted.

### JUSTINA M. BARNICKE GALLERY

#### Ryszard Litwiniuk: Infinite Transitions.

FEBRUARY 5 TO MARCH 4

Ryszard Litwiniuk, sculptures fashioned from a single tree trunk. Both galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

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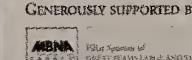
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# The PROPORTIONALITY Game

BIOLOGICAL VERSUS INTELLECTUAL DIVERSITY

By PHILIP SULLIVAN AND JOHN FUREDY

**T**HE CONTRAST BETWEEN TWO COMMENTARIES ON SIMCOE HALL'S PLANS FOR THIS university, recently announced in its six-year academic plan Stepping Up, could not be more marked. One dismisses this document as "buncombe": inconsequential speech made by politicians to placate constituents. The other commentary is reminiscent of a totalitarian state's party organ. This contrast is ironic: the hard-hitting critique is in a student publication, *the newspaper* (Jan. 8, U of T doublespeak), whereas the cheerleading appears in what should be the voice of thoughtful faculty commentary, *The Bulletin* (Dec. 15, Planning and Budget Lauds Academic Plan). The student commentary is brutal, but we agree with it: Stepping Up is long on "buzzword[s] currently used by management professionals" and short on specifics. Insights into specifics can, however, be gleaned from companion papers to Stepping Up.

Here we comment on that version of Companion Paper 5 (CP5) that was referred to in a Nov. 27, 2003 document (Stepping Up: A framework for academic planning at the University of Toronto: 2004-1010) presented by the provost to the Academic Board at its meeting Jan. 15, 2004. CP5 describes controversial ideas about equity and diversity and their relationship to excellence. We argue that it promotes biological diversity as an inappropriate proxy for intellectual diversity, making the document severely flawed.

The title of CP5, Equity  $\times$  excellence: equity and diversity, is a pseudo-mathematical expression indicative of the style of the document and of its drafters' epistemological outlook. It confuses issues by lumping together both overt and unintentional discrimination under the category "systemic," suggesting unfamiliarity with the relevant literature and discussion. The notion of systemic or unintentional discrimination grew out of decisions by the U.S. Supreme Court and subsequent decisions by our Supreme Court have led to its acceptance in Canada.

In 1965 a then recently desegregated southern U.S. electrical utility sought to screen potential employees using a general education test, but this test differentially discriminated against blacks. The court disallowed the test, ruling that not only should practices be free of disparate intent, they should not have disparate impact. In other words, both overt and unintentional discrimination were disallowed. This is obviously controversial; for example, a general education test can be an effective employability screen. The U.S. Equal Employment Opportunities Commission complicated matters by declaring that, if an employment pattern was not racially representative of a population it deemed appropriate, the employer had to prove to the commission's satisfaction that it had not committed systemic discrimination.

Uncritical acceptance of these ideas has since become known as the *proportionality fallacy*: the assertion that, unless institutional ethnic and gender employment patterns are proportional to some population equity advocates deem relevant, discrimination has occurred. This allegation is riddled with difficulties; for example, in small employment groups, statistical fluctuations can easily account for lack of proportionality. Choosing the relevant population may be difficult. Which population should U of T compare itself with: Toronto, or the much less diverse Canada as a whole? Also, does not Toronto's rapidly changing demography render any comparison ipso facto meaningless? These and other problems notwithstanding, CP5 relentlessly propagates the proportionality fallacy. It proposes hiring outside of Canada to correct the university's perceived imbalances. Arguing that "exhortation seldom works to achieve equity," it outlines coercive policies to induce departmental conformity.

Thirty years ago Oxford University psychologist Corinne Hutt observed that differences in employment patterns between males and females could, even then, be largely explained by differences in personal preferences. Hence, she argued, unless an unintentional discrimination mechanism such as outdated employment criteria could be identified, the reliance on population comparisons reduces the concept of discrimination to a meaningless tautology.

A current Canadian Human Rights Commission case graphically illustrates the consequences of mindless application of proportionality arguments. Eight women faculty have charged Industry Canada with discrimination in its allocation of the Canada Research Chairs. But, since available evidence suggests that Canadian university hiring practices ceased discriminating against women by 1970, women's tendency to select certain disciplines combined with Industry Canada's preference for others largely explains the allocation

patterns. One can certainly seek ways to increase, in the long term, the participation of women in the disciplines favoured by Industry Canada but increasing their representation from the current pool of qualified candidates is unlikely to increase excellence, resulting instead in the selection of lesser qualified candidates.

In jobs such as community policing, once basic employment standards have been met, there may be valid social reasons for using ethnic and gender criteria to make a final selection. But in a university the leitmotif must surely be an unremitting search for excellence. CP5's determination to correct a perceived imbalance in faculty diversity explainable by factors such as demographic trends and group preferences, and not by any identified unintentional discrimination mechanism, cannot be justified.

Worse still, at a time when colleagues have demonstrated willingness to hire other than white males, Simcoe Hall intends to enforce its social engineering agenda by requiring chairs to outline the diversity strategy to be adopted before any search is approved and to

report on the activities the committee undertook before an appointment is approved. Platitudes about excellence notwithstanding, this level of interference in an already difficult task of finding not just an academically qualified candidate but the academically best, must compromise the search for excellence. But the most depressing aspects of CP5 are its proposals to require new administrators attend indoctrination sessions and to make performance evaluations of academic and other administrators include accounts of their contributions to Simcoe Hall's ideology.

How can such thinking have developed at Simcoe Hall? Advocates of the ideology behind CP5 usually base many of their claims on relativist interpretations of knowledge. As philosopher Larry Laudan has put it, relativism displaces the idea that facts and evidence count by the idea that everything boils down to subjective interests and perspectives. Published accounts show that proliferating programs such as those offered under the rubric "critical legal studies," and similar programs focusing on gender, race and ethnicity, usually base their rationale for separate existence on relativist ideologies.

Furthermore, it is relativistic thinking that leads to a biological approach to diversity. Finally, believing themselves privy to special insight, individuals imbued with such ideologies tend to develop authoritarian administrative habits.

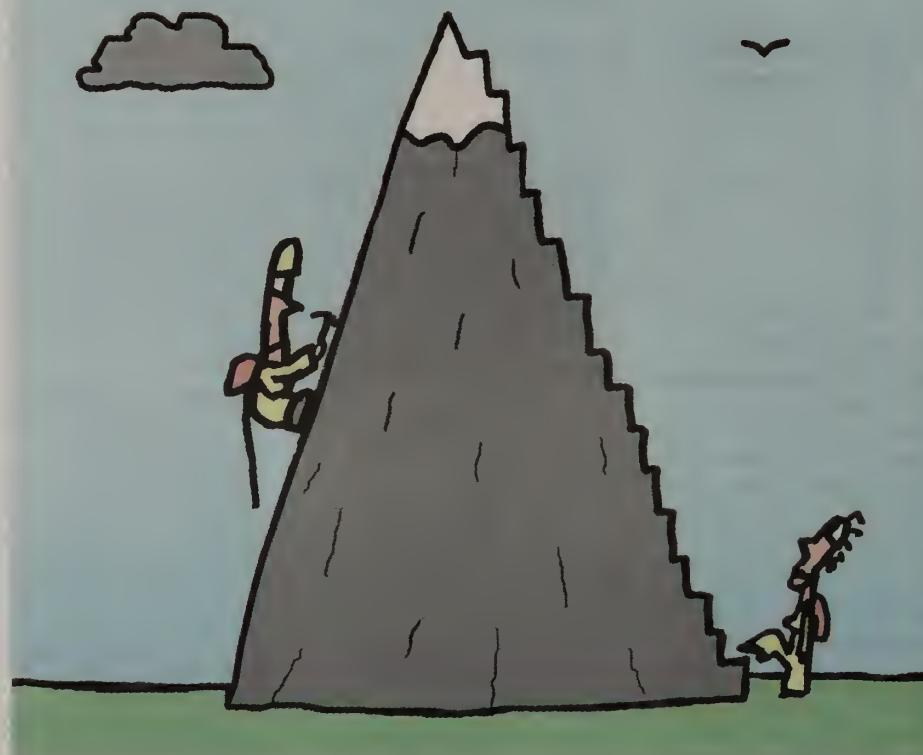
The phrase "engaging with ... epistemological standpoints of ... different cultural and social traditions" in CP5 is a sign that its drafters have adopted a relativist view of knowledge. This raises fundamental questions about academic planning, so that Simcoe Hall's plans must be carefully scrutinized by all members of the academic community — students, faculty, staff and alumni — who seek to improve both the academic reputation and the intellectual as opposed to biological diversity of our university. This scrutiny, at least in public, seems not to have occurred.

*The Shadow University*, by Alan Kors and Harvey Silvergate, describes the serious problems created by U.S. university bureaucracies in attempting to promote a biologically based concept of diversity. They attribute this trend partly to the increasing prominence of university administrators whose primary allegiance is to their careers rather than to scholarship. This contrasts with earlier times, in which "presidents and deans most often were chosen from the faculty by colleagues who admired them, and they frequently returned to the faculty after serving a five- or ten-year term." Kors and Silvergate argue that, to advance their prospects, these administrators often make Faustian bargains with the prevailing ideology. Given the coercive tone of and the ideological control implicit in CP5, a similar pattern will likely emerge at this university.

At its Jan. 15 meeting, Academic Board overwhelmingly approved the Nov. 27, 2003 version of Stepping Up. Although Simcoe Hall's proposals for ideological control are absent from a later, more sanitized version now called CP6, nevertheless, at that meeting, the provost stated that any academic unit not adhering to such principles as the equivalence of equity, excellence and diversity, would be punished by withdrawal of funds. It was this remark that led the second author to (alone) vote against the proposal.

The inevitable consequence of implementing Stepping Up is a slow, sad, degeneration into mediocrity.

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MIKE CONSTABLE